

**Little Traverse Bay Bands of Odawa Indians
Tribal Council Meeting
December 22, 1996
10:00 a.m.**

Closed Session: A closed session was conducted.

Called To Order: Meeting was called to order at 10:50 p.m.

Opening Ceremony: Opening ceremony was conducted by Michelle Chingwa.

Council Present: George Anthony, Frank Ettawageshik, Janet Shomin, Barry Laughlin, Shirley Oldman, Alice Yellowbank, Patti Dyer-Deckrow.

Council Absent: None

Staff Present: Susan Keller, Kristi Houghton, Michelle Chingwa

Guests Present: See attached list.

AGENDA:

Motion was made by **Janet Shomin** and was **Seconded** by **Barry Laughlin** to approve agenda as modified.

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried**

Maurice Fields arrived at 11:06 p.m.

Image Quest

Bea Law presented the new logo with the colors added. Gave a verbal and written report on the stitching and colors cost. Stitch time is three hours. It was decided by Council that the pine needles on the branch should be green. Other than that there were no changes. Bea will work on the recommended colors. She will send a bill to the Accounting Office. The traditional colors were discussed. The logo contained three of the colors, red was missing. Bea explained the process of changing the colors and the only way it could be done based on the stitches, is change the outer black circle to a red circle.

Motion was made by **Shirley Oldman** and was **Seconded** by **George Anthony** that the needles on the branch will be changed to green, the beads on the feathers changed to red. The artwork and colors are to remain the same, with the exception of the color of the lettering which can be selected by choice.

Vote: 6 YES 1 Barry Laughlin NO 0 ABSTAINED **Motion Carried**

Guests Depart: Bea Law departed at 11:52 a.m.

BILLS:

Bills were discussed. George questioned what property the winter taxes were for which was Consumer's Power. Computer costs were discussed. It was stated this information would be found in the Accountant's report. The question was why is the information blocked out. The information was being whited out because of the information being sent to NORAM. Patti & Alice will like the entire packet of bills but NORAM's could still be whited out. Janet will not have to come with originals because Council will receive all development/legal bills. A packet from Leanord, Street, & Dinard was passed around for Council's review. Janet Shomin stated that she would prefer that she not get a copy of all of this material. Barry, George, Shirley would not like to receive a copy. Much discussion was held regarding Council seeing the entire bill. Patti would like permission to send a letter to NORAM on how much money NORAM has spent. Council posed questions to the Accountant and the Chairman regarding the bills. Letter of intent expires January 5, 1997.

The requests of the Accountant for computers were discussed. The stand alone computer and the laptop were discussed. Due to current hard disk problems on the Accountant's current computer which slows up work time.

The laptop would be used at home vs staying late in the evening. Council does not feel that we are at a point where we can authorize these funds. The possibility of leasing a computer was discussed.

Motion was made by **Janet Shomin** and was **Seconded** by **Patti Dyer-Deckrow** to pay bills as presented with the purchases asked for based on approval and verification of availability of funds for the last three items.

Vote: 6 YES NO 2 Alice Yellowbank Frank Ettawageshik ABSTAINED **Motion Carried**

Comments: Proper channels need to be followed. Anything that comes to the Council packet to be discussed thoroughly before it comes to the Council table.

Motion was made by **Patti Dyer-Deckrow** and was **Seconded** by **Janet Shomin** authorizing the Accountant to lease a computer while the Accounting computer is being repaired.

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried**

NRC Appointment

Appointing Robin Gould to fill the vacancy caused by Ben Wabanimkee's resignation. This term is until June of 97'.

Motion was made by **George Anthony** and was **Seconded** by **Barry Laughlin** appointing Robin Gould to the NRC Commission.

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried**

Chairman Ettawageshik swore in Robin Gould at 12:54 p.m.

Recess: Recess was called at 12:53 p.m. Called back to order at 1:22 p.m.

Staff Christmas Bonus: 24 staff will receive Christmas Bonuses. This includes Mary Jane Kiogama.

Motion was made by **Shirley Oldman** and was **Seconded** by **Patti Dyer-Deckrow** to approve 20.00 gift certificate at La Senorita for all staff to come from Development.

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried.**

MINUTES:

Minutes of 12-8-96 were tabled.

Motion was made by **Shirley Oldman** and was **Seconded** by **Janet Shomin** to table the 12-8-96 minutes.

Vote: 6 YES 1 Barry Laughlin NO ABSTAINED **Motion Carried**

United Way Phone Poll

Motion was made by **Barry Laughlin** and was **Seconded** by **George Anthony** supporting the phone poll.

Vote: 6 YES 1 Janet Shomin NO ABSTAINED **Motion Carried**

Comments: Council instructed the Secretary to find the phone poll on IHS to the next meeting.

Public Comment: Public comment opened at 1:40 p.m. There was no public comment issued. Closed at 1:41 p.m.

Inland Code:

The Inland Code was discussed. This code has been gone over by attorneys by all three tribes. Passed by NRC and two other tribes. George asks that this document be passed as it is a lengthy document. Council does not have a copy of this.

1 **Motion** was made by **George Anthony** and was **Seconded** by **Alice Yellowbank** to table the Inland Code to go
2 into Legislative Meeting in January.

3 **Vote:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**

4
5 **Health Commissions Statute**

6
7 Health Commissions Statute was reviewed and amended by Council. They tabled the remaining part of the
8 document Need input from commissions. Send back duty section to committee Jim Bransky .
9

10 **Motion** was made by Alice Yellowbank was **Seconded** by **George Anthony** to table Health Commissions
11 Statute.

12 **Vote:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**

13
14 Francis Killer arrived at 2:38 p.m.
15

16 Barry Laughlin feels that when budgets are submitted to Council he feels that they (program managers) should be
17 available to answer any questions Council may have.
18

19 **Motion** was made by **George Anthony** and was **Seconded** by **Patti Dyer-Deckrow**

20 **VOTE:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**

21
22 **Motion** was made by **Patti Dyer-Deckrow** and was **Seconded** by **George Anthony** to go into Closed Session at
23 3:08 p.m.

24 **VOTE:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**

25
26 **IHS Budget**
27

LTBB Tribal Council
Closed Session - Personnel
December 22, 1996
3:08 p.m.

Council Present: Frank Ettawageshik, Alice Yellowbank, Janet Shomin, Barry Laughlin, Shirley Oldman, George Anthony, Patti Dyer-Deckrow.

Closed Session - Personnel

A closed session was held to conduct a grievance by the maintenance personnel.

George Anthony requested that Barry Laughlin not be a part of this grievance based on a signed statement from him. Alice Yellowbank noted that the Probate Court's report held a client's name. This information should have been stricken from this report. Should have had a redacted copy sent to Council. In the future this information should have been redacted from this report. Need a grievance checklist and how information is going to be handled. This should contain that any client's name should be struck.

Alice Yellowbank will withdraw. George ask that Frank withdraw from this situation. George stated that Frank said to a previous two Council members that this is an open and shut case. George also asked that Janet be dismissed as well since she was part of the first hearing. Barry feels that he knows what the information is. Council feel that this is not fair for Barry to take part in this. Frank would rather withdraw from this. George ask Janet if she could be open minded in this. Frank stated if there was new information gained on this then he would like to be a part. The need for a quorum was discussed. Shirley feels that everyone here needs to hear what Paul McGlynn has to say. At the time of deliberation Frank & Barry will be asked to leave. Jim Bransky was asked to give perspective on this. Frank stated that there is also an argument for Janet because she signed the documents. Janet stated that she was not in the agreement with the last paper. She did sign the form but she was not in agreement. But in concurrence with Michelle, Barry, and Marcia. Michelle was very strict in her belief as is. Barry will remove himself from making any decisions. He would not be comfortable with anyone else removing themselves. He feels that to whittle the Council down to a small number on this issues is not a good idea. Jim Bransky felt that this is not really a lawyers decision. It is Council's call. He doesn't feel that there is not any legal ramifications. The degree of due process is basically the Council's prerogative. If you end up getting down to three people you could allow three people to make a motion to a whole tribal council. Patti feels that if there were not so many Council members on the personnel committee, we would not have this problem.

It was decided by Council that three Council members will hear this grievance.

Motion was made by **Patti Dyer-Deckrow** and was **Seconded** by **George Anthony** that the grievance hearing today will be heard by the three Council members, Patti Dyer-Deckrow, Shirley Oldman, George Anthony, and if there are questions Barry Laughlin will be contacted as Chairperson of the Personnel Committee. Council's decision will be final. Barry Laughlin, Alice Yellowbank, Janet Shomin, and Frank Ettawageshik withdrew.

VOTE: 6 YES 1 Barry Laughlin NO 0 ABSTAINED **Motion Carried**

During deliberation the four that withdraw agree prior to doing so that we will stand by the decision however during deliberation that if new information is received then they could be called back in.

Barry Laughlin, Alice Yellowbank, Janet Shomin, and Frank Ettawageshik at 3:38 p.m.

Paul McGlynn entered the meeting at 3:49 p.m.

Two problems were identified by Paul questioned why Michelle, Jim, and Susan are in attendance. He has asked that Jim and Michelle withdrew.

Stated that he also wanted this to be heard from all Council and there are only three remaining. He asks that Susan, Jim, and Michelle be dismissed. Much discussion was held regarding whether Susan should stay or not

1 stay. Council insisted that Susan will stay since that this grievance does not include Susan. If Jim and Michelle
2 leave then Paul will feel fine about his grievance being heard. Paul feels that he was not given the right to talk to
3 the people that wrote statements about him. Jim Branksy and Michelle Chingwa left at 3:54 p.m. Paul wanted it
4 on the record that he has a problem with Susan being here.

5
6 Shirley asked that Paul give his version of what happened starting with the supervision of this worker. He
7 believes that in July or August that he was supervising a child of the courts. AT that time Deneen was not in
8 charge or maybe not even working here in her current capacity. He was asked by MLR to supervise this
9 individual. She stated that this person was going to be here and be supervised by him. Previous to that he had
10 another person did not come that he was going to do something else. When he was asked in August to supervisor
11 he told MLR that he needed some set rules so that he did not have to be caught in the middle. He did not want to
12 be caught in the middle between parents of the child and the child. MLR told him that there were some set rules
13 whn the person had to be here. Paul stated that he has asked LTBB for this information. This individual was
14 supposed to be in here (Person A) he had a certain number of hours he needed to make up. He was told the
15 person was not supposed to leave this property without supervision. If he had any problem with him was
16 supposed to bring to MLR attention. Paul again stated that this paperwork from Person A's probation officer
17 could not be obtained by him. Paul stated the fact that he has previous dealings with other supervision of
18 probation officers.

19
20 Patti asked when the switch was made to have the person go to Deneen. Paul stated he did have problems with
21 this individual and that if this individual would need to go to Marcia if he was not available. Stated Lauri
22 (Probation Officer) talked with Paul on the porch regarding this client. Stated this client left and went to school in
23 North Dakota. States he feels this is a little mixed up kid and does not feel that he is a bad person. Stated that
24 everything was not bad with him, there were some good things. Stated the person left for school and then came
25 back. Stated from his notes which are not 100% complete that he was told around the 6th of September Deneen
26 asked to speak to Paul. ON the 7th Paul went and talked to Deneen and Bruce. He laid down some rules that he
27 waned ted to be followed, count on him for work, if going to be here needed to know he would have him for eight
28 hours on a constant basis, didn't want to have to look for him. Deneen would have nothing to do with this stated,
29 "You want to treat him like a little dog". She said if I made him come back and have to sit down at his desk. Had
30 a problem with the whole discussion with Deneen. Felt Bruce was the supervisor and felt he should have this go
31 through him. Felt that Deneen was acting as a supervisor to him. Does not have the two papers that give their
32 side of the story. He has asked for them and not received them. Left them letting them know what his feelings
33 where on it when he left the meeting with Deneen and Bruce. Stated they would have to follow the rules he set
34 down. Council questioned if he had a problem supervising kids. Paul stated that he did want him to work for him
35 because he had a large amount of work to do.

36
37 Left that meeting and (in his notes) basically they were requesting to have somebody work with him but the
38 impression he got he was not able to tell the person what to do and not to do. Impression he had you cannot work
39 with someone without the above. During the meeting stated his concerns about this. Paul stated he asked Den
40 was een if she minded if he went to talk to Laura (Probation Officer) to speak with her about this concerns. Paul
41 stated that Deneen said yes, he could do that if he needed to. He asked if he could have the person for work the
42 next day, Deneen stated that there was other things he would be doing.

43
44 Shiley questioned if he got to talk to Laura.

45
46 Paul stopped in and asked if he could come in and talk to her.

47
48 Paul, Is the situation now with _____ as it is now in the past or is Deneen responsible. Paul never felt he was
49 doing anything wrong because he had dicussed the person extensively before. Talked to her on the phone twice
50 when the individual came up missing and on the porch. One day he asked to go to the relatives house...George
51 asked if this was prior work. Paul said yes. Laura stated he was not allowed to go to this person's house. Paul
52 did not know that he had left. He asked if it was alright if he goes to this person's house. Paul stated that he
53 would call the probation officer . He couldn't reach the courtworker. Gave _____ permission to go.

1 Stated the above is all he said to her. George questioned if he felt he was under the direction of Bruce and
2 Deneen to go ahead and talk to the probation officer. Stated they didnot state he could not mention the persons
3 name.
4
5 Paul does not feel he could either decline or accept this person's help. Didn't feel he needed to question this since
6 it came from MLR.
7
8 He stated the person did work with him. Stated the youth was looking for a job. Paul stated he had talked to Mr.
9 Meyer about getting a job.
10
11 This was the last time because the youth had stated to Pual that part of his probation entailed him getting a job.
12 Also talked about Kentucky Fried Chicken. Youth indicated that he could work at Carters. Paul knows people at
13 Carters and told him that he was more than willing to apply.
14
15 The next thing that happenen was on Tuesday. Did his usual stuff. Taken upstairs by Barry, Janet, and Marcia
16 somewhere around mid-day. George questioned Paul what time did you stop at the courthouse? Paul -
17 somewhere around 10:30 or 11:00. Stopped there because he was out and about doing other things. George - Do
18 you take a break in the morning and take one on this morning. Paul stated that he took his break on that day at
19 the court house.
20
21 Given a right up, Also one written by Bruce and one by Deneen. Barry told Paul to read the write up and didn't
22 have time to read the other reports. Paul disagreed. Barry stated he could not disagree. Barry stated that he broke
23 confidentiality rule. He could be fired on the spot. Was told he was doing this on LTBB time. He also broke
24 some rule according to Barry by doing this. George - You went to the court house on official business and was
25 sent there by Deneen. Stated he felt this was official business since she had told him to go ahead and verify what
26 she said.
27
28 ed he could not talk to anyone about this. But they did tell him that he could go through the original grivance.
29 Told Marcia the following morning that he wanted to start the grievance process. Stated he was usually the first
30 one here. Then Bruce. Bruce was very cold to him. Bruce would not talk to him. At one point Brruce came up
31 and said "I'm sorry Paul. Stated he did talk to Bruce and after thinking about it over the weekend he felt that he
32 didn't like the process of what they did and felt that he didn't like what Deneen had said. He felt that the person
33 had a punishment. If they did something wrong then they need to meet the crime. Paul stated that Bruce stated he
34 a nd Paul would talk about it. Deneen came in and and they ended the conversation. Shirley questioned if he was
35 told he could not talk about this. Paul stated he talked to Bruce the Monday morning regarding all of this before
36 the write up on Tuesday. Paul at this point read off his notes of what he did on the day. Talked with Bruce about
37 what he felt about this individual. Feels that it was handled differently by MLR then with Bruce and Deneen.
38 Did not do anything else out of the normal. Left early on Friday. Went to leave at 12:00. Paul stated he was
39 taken upstairs and terminated. He was told he has spoke to other people about a case. He was never given any
40 letters. Felt he was not given due process. IN this meeting Barry was very angry. You do not have the right to
41 appeal this thing. Paul said he stated that told them he thought this was a crock. Barry walked him out to the
42 truck. Barry stated several times that he could not go through the grievance process. Called Frank at home or on
43 his car phone. No matter what I'm doing I'll take the time to talk to you. Came on Saturday to talk with Frank.
44 Stated it was a mistake regarding the grievance process. That he could not through the grievance process.
45
46 George - On Tuesday was given a written write up. Said they stated they did not have to go through the
47 procedures. Paul questioned them that don't thye have to give a verbal.
48
49 On Friday they terminated me.
50
51 At this point Paul stated he had not received a copy of the reason for termination. Stated he might have he would
52 have to look at home. The letter in question is from Deneen Smith about the call she got from Laura Richards, the
53 probation department.
54
55 Paul satated he has to leave no later than 5:00.

Wants to say that they made a very big thing out of this thing. Has recordings where they did not even follow their personnel policies procedures.

Shirley questioned what the mistake was. Paul wrote the letter. Stated he was supposed to be getting back from LTBB in a few days. He did not. 7:30 at night Bryan Gillett stated he had a letter for him. Paul stated he could not find the letter. Paul stated he told Bryan if he found the letter to stick it in his door. This letter said he was to meet before the tribal council on Dec 8 at 5:00 p.m. IN the grievance procedure he was supposed to be given five days notice. Got this letter on 12-5-96. Called the office stating he had plans for the weekend. Read procedure to her regarding 5 days notice. Bryan indicated to Paul he was not too happy about having to deliver this letter to him.

Called Marcia who stated she would talk to Frank. At that time he requested the papers he did not receive. Got a call back ½ hour later Marcia stating he would be receiving a letter putting him on the agenda on 12-22-96. Felt he was not treated honorably. Felt he had the right to continue the BC/BS. Spoke with Marcia about this and she stated she would send him a letter. He called BC/BS. They indicated that the person to talk to was not Marcia but was Arlene Naganashe. Called Arlene and she expedited this about a week ago. Paul does not have insurance. She got the tribe to write a letter to Paul stating the amount of money that he needed to pay to keep insurance with LTBB. Has not found another job. Has applied for unemployment. Took personnel policy to MSC. Based on the letter given to him from LTBB. He is getting unemployment. Stated the unemployment office felt that he did not breach the confidentiality issue of LTBB and is giving him unemployment.

Patti wanted to know what he would like from this hearing. He likes working here. Been told he was not given a fair shake. Was told to hang in there and that Council would look at this in an objective way. Stated he told Frank he considered most people here are honorable. Has a lot of respect for Arlene and Frank. Paul would like to return but the circumstances would have to be different. There are a lot of things going on here that Council needs to know about.

Shirley - Is there anything you would like to add?

Paul - Thank you for the time you have given me. I have gotten a lot off of my chest.

Response will be given in five days.

Paul did talk to some individuals, not lawyers. They did not feel that he broke this rule. If he did he did not mean to.

Paul asked why the others of the Council would not be in this room. Paul thanked Council because he felt this to.

George Anthony wished him good luck. Paul spoke about looking for new jobs. Shook each Council members hand.

Paul left the meeting at 4:40 p.m.

Council deliberated the issue until 5:31 p.m.

Chair returned to Frank Ettawageshik at 5:35 p.m.

The decision that was rendered by Council they came to the consensus to uphold the decision of Paul McGlynn. They feel that there needs to be some reprimands given to the Tribal Court and to the Personnel Committee for not following procedure.

In five days he will receive the response from Council.

1 All three decided that the personnel committee did not follow the procedures policies were not followed. Felt that
2 tribal court could have avoided this whole problem by not involving this person. Civil rights issues were also
3 brought to light in regards to confidentiality.
4

5 Get this information in writing fast to Council to send to Paul McGlynn.
6

7 Uphold the decision.

8 Reprimands to Tribal Court & Personnel Committee.

9 Letter of Recommendation prior to termination.
10

11 **Motion** was made by **George Anthony** and was **Seconded** by **Alice Yellowbank** to go out of closed session.

12 **VOTE:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**
13
14

Recess: Recess was called at 5:58. Called back at 6:05 p.m.

HIS Budget Continued

Could make a budget modification.

Motion

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried.**

Comments: Any time a budget is introduced in the future staff will be required to be there.

Tribal Council Procedure Manual

Motion was made by **Patti Dyer-Deckrow** and was **Seconded** by **George Anthony** to table Tribal Council Procedure Manual.

VOTE: 6 YES 2 Janet Shomin Barry Laughlin 0 ABSTAINED **Motion Carried.**

Comments: Shirley objects.

Motion was made by **Janet Shomin** and was **Seconded** by **Barry Laughlin** to table Commissions Procedures.

VOTE: 7 YES 0 NO 0 ABSTAINED **Motion Carried.**

Cultural Preservation Component Resolution

In order fund a cultural preservation in our budget. Pass a resolution mandating that all tribal programs have a cultural component. This would be a way for us to fund Cultural preservation, staff to work with museum. A way to put into indirect budget.

Holy Childhood Church

Motion was made by **Shirley Oldman** and was **Seconded** by **Patti Dyer-Deckrow** to table Holy Childhood Church item.

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried**

Cultural Preservation Resolution

Motion was made by **Patti Dyer-Deckrow** and was **Seconded** by **Shirley Oldman** to adopt **Resolution #12229601**

Vote: 7 YES 0 NO 0 ABSTAINED **Motion Carried**

Francis Killer

Francis handed out a letter. There will be demands for accountability, reports. This will have to be responded according to the schedule for the audits. Francis just discovered it would be more advisable for the Tribe from the point there were recognized. From September of 1994 2 ¼ year audits. That would have to be done according to this audit. This would be the preferable way for meeting the requirements. Once this is met they will go ahead and indicate that you have met these requirements and they will advise all the federal agencies. Until this is done we will continually get notices. The federal funding agencies may want this audit report done at some point according to what the officer of inspector general has set. A-128 audit is not just financial accounting. Get into areas comes from authority that a CPA would go by. Non-financial areas that have to be reviewed. Audits of state and local governments. Systems - Budgets in place for the start of the fiscal year in 1996, that did not happen. The next year going through the budget process for 96. It would have to be approved in 95. Appropriations systems have to be written. You have to know even before you approve a budget, you have grant in hand, program director etc. First system is budget appropriations. Deadlines have to be put in in terms of passing a budget. Personnel Control Systems. Got to be able to tell an outside auditor how and why you hired people. Need to tell rate of pay, etc. If certain items are stated in the personnel files you need to have that

1 documentation in the file. You are following what is in 25 CFR. Went over information and what the tribe needs
2 to have in place regarding Systems.

3
4 The submission of the new proposal should contain these systems.

5
6 Spoke of management positions. Key Executive positions include Chairman and Tribal Administrator.

7
8 Most organizations may have 50% of the budget would come from other programs but here we have BIA and
9 IHS.

10
11 These were not fully in place under ANA and BIA. Management would also include the financial management
12 area which would include Accounting.

13
14 **Budgets:**

15
16 Trying to unravel the funds that were co-mingled. Would look in 1995 for Council Minutes of approved budgets.
17 The only one that concerns the general fund is the indirect cost. This is the only source of revenue that the Tribe
18 has.

19
20 Should go back retroactive to see what budgets were missed. This should always have Council approval. If this
21 is a grant and it had a budget in it then this would be an approved budget.

22
23 Without grants and contracts office the originals should be contained in the Accounting Office per Francis
24 Killer's recommendation.

25
26 1.5 Million will be in the bank account once the IHS is drawn down.

27
28 Budgets for 1998 would need to be worked on by March 1997.

29
30 Within 45 days a proposal should be submitted by LTBB. Who's responsibility is this to send it in. This is part
31 of management's responsibility.

32
33 **Criteria for Federal Fund**

34
35 In the process of looking for what has been spent. Looking for invoices to document so these payments are not in
36 question.

37
38 **Council Departs:** Shirley Oldman departed at 7:31 p.m.

39
40 Francis Killer spoke on the fact that their contract has expired. Financial management was looked at. The bank
41 accounts need to be reconciled through 1996. Need to go back also to 94' and 95' in order to do this. This is
42 included in Francis's proposal. The payroll reports that reconcile with accounting records. We are aware that the
43 third quarter report does not tie in with what the accounting records state. This will need an adjustment. There
44 will be a penalty and interest. The annual payroll all has to agree with allocation and Accounting records. Had
45 too many funds and not enough people. Looking at 60 days of having completion of all of this. Need letter of
46 certification of CPA stating these things have been done.

47
48 The whole amount for the proposal would come from the indirect cost pool.

49
50 IN house training for council in March. The recommendation would be Council get the training first and then the
51 training flows down.

52
53 Kristi and Janet concurred that we need to accept this proposal that should bring us up to schedule. Francis Killer
54 & Associates will bring on extra staff to complete all these tasks. Need to hire additional staff for the Accounting
55 Department. In Arlene's budget she has made a position for Indian Health Service as a bookkeeper. Need to do a

1 budget modification to add one full time staff and one full time hire to this Accounting Department. Could
2 allocate some costs back to ANA and this would free up some monies for position costs.
3
4

5 **Motion** was made by **Patti Dyer-Deckrow** and was **Seconded** by **Janet Shomin** to accept the proposal from
6 Francis Killer & Associates.

7 **Vote:** 7 YES 0 NO 0 ABSTAINED **Motion Carried**
8

9 **Personnel:**

10
11 The need for additional staff in Accounting Department. Julie Skippergosh has great organizational expertise,
12 meticulous, computer skills. The Tribal Administrator concurs with Janet Shomin that she would be a great help
13 in the Accounting Department. Where does the money come from to pay this person. In the Accounting Budget
14 that is developed by the first of the year, this person ought to be in that budget. Three full time staff in the
15 Accounting Office. An accounting position will be posted in house.
16

17 **Motion** was made by **Patti Dyer-Deckrow** and was **Seconded** by **Barry Laughlin** to create a new position in the
18 Accounting Office which is an Accounting Assistant per the previous written job description this position would
19 be permanent and would start as of January 1, 1997 and would this would be in addition to the budget for the
20 Accounting Department.

21 **Vote:** 6 YES 0 NO 0 ABSTAINED **Motion Carried**
22

23 **Enrollment**

24
25 Enrollment lists were reviewed.
26

27 **Motion** was made by **Janet Shomin** and was **Seconded** by **Patti Dyer-Deckrow** to accept List A.

28 **Vote:** 6 YES 0 NO 0 ABSTAINED **Motion Carried**
29

30 **Motion** was made by **George Anthony** and was **Seconded** by **Janet Shomin** to accept list B.

31 **Vote:** 5 YES 1 Patti NO 0 ABSTAINED **Motion Carried**
32

33 **Motion** was made by **Alice Yellowbank** and was **Seconded** by **Janet Shomin** to accept List C of
34 relinquishments.

35 **Vote:** 6 YES 0 NO 0 ABSTAINED **Motion Carried**
36

37 **Resolution 12229602 United Way Resolution**

38
39 **Motion was made by Barry and was Seconded by Alice in support of resolution.**

40 **Vote:** 6 YES 0 NO 0 ABSTAINED **Motion Carried**
41

42 **NAGPRA**

43
44 Need to allocate more money from the development account to the NAGPRA budget modification.
45

46 **Motion** was made by **Patti** and was **Seconded** by **Alice** to transfer 3500.00 from development for NAGPRA
47 budget.

48 **Vote:** 5 YES 0 NO 0 ABSTAINED **Motion Carried**
49

50 Request from Wes for 3,191.30.
51

52 **Motion** was made by **Alice** and was **Seconded** by **Patti** to pay \$3191.30 for Andrews Cultural Resource Bill to
53 pay from Development Fund.

54 **Vote:** 5 YES 0 NO 0 ABSTAINED **Motion Carried**
55

1 **Tribal Chairman's Report**

2
3 Working on a temporary facility for gaming in Mackinaw. Because of that Frank and Marilyn to take trip to DC
4 to speak with Secretary Babbitt by NORAM. Special meeting to be held with Barry chairing the meeting. Have a
5 meeting the next week.

6
7 Relocation - they are moving dirt. Trench dug, conduit being placed. Phone report with a recommendation. His
8 recommendation is Ameritech Centrex Phone System. Space cost from this year could cover this cost. Is there a
9 recommendation from Planner. This would cost \$18,000.00 from

10 **Motion** was made by **George Anthony** and was **Seconded** by **Alice Yellowbank** to accept the Planner's
11 recommendation authorizing the expenditure for the Ameritech Centrex System for \$18,000.00 along with
12 \$500.00 for the consultant's fee.

13 **Vote:** 5 YES _ NO _ ABSTAINED **Motion Carried**

14 Barry would recommend paying \$500.00 to have a consultant to assure this is the right phone system for us.
15 Patti would like this information into writing.

16
17 **Motion** was made by **George Anthony** and was **Seconded** by **Barry Laughlin** to adjourn the Tribal Council
18 Meeting at 8:40 at night.

19 **Vote:** 5 YES _ NO _ ABSTAINED **Motion Carried**

- 1 **List of things needed for next meeting**
- 2
- 3 **Personnel Policies for Council**